

Original Complaint Summary View - 827

Complaint Overview

Date Submitted	Nature	Start Date	End Date
Jun 7, 2020	Harassment, Discrimination and/or Hostile Work Environment		

Complaint Description

(b) (6) has displayed a discriminatory behavior in multiple venues with the most recent in relation to the death of Mr. George Floyd. While Mr. Floyd's death has created a hostile and dangerous environment across the nation, a GS-13 in a supervisory and leadership position displaying such a public view of bigoted and discrimination. Exactly what behavior is (b) (6) displaying about his staff of US and Local Nation citizens?

Complainant Information

Name	Address #	Apt #, PO Box	APO/FPO	City	State	Zip Code	Country	Phone	Email
Anonymous									
Is the complainant anonymous	Does the complainant request confidentiality	Is the complainant willing to be interviewed	Preferred Contact Method	Service	Status	Grade /Title	Organization	Relationship to Complainant	
Yes	Not Specified	Not Specified	None provided	Not Specified	Not Specified		Not Specified	None provided	

Subjects

Name	Rank/Grade	Duty Position	Unit/Organization	Email	Phone	Other Contact
(b) (6)	CIV	(b) (6)	MCAS Iwakuni			

Witnesses

Name	Rank/Grade	Duty Position	Unit/Organization	Email	Phone	Other Contact
None provided						

Complaint Detail

Date	Location	Attempted to Self-Resolve	Violations	Cause of Incident	Ongoing Investigations	Complainant's Resolution Request
-		No	Discrimination and Bigotry	Not Specified	None	Investigate the workplace environment and stop this behavior.

Additional Parties Contacted Regarding Complaint

Type	Name	Rank /Grade	Duty Position	Unit /Organization	Congressional Office	Media Organization	Start Date Contacted	End Date Contacted	Date(s) Estimated	Email	Phone
None provided											

Supporting Files

Name	Size
Facebook Post.png	1.17 Mb

From: [Iwakuni PAO](#)
To: (b) (6)
Subject: FW: [Non-DoD Source] Prejudice on Iwakuni
Date: Monday, June 8, 2020 3:26:11 PM

Sir,

As requested, #1.

I appreciate your time.

Semper Fidelis,

(b) (6)
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]

From: (b) (6)
Sent: Monday, June 8, 2020 4:02 AM
Subject: [Non-DoD Source] Prejudice on Iwakuni

To whom it may concern,

I'm writing to inform you of the blatant prejudice of a person in power on your base. (b) (6). In troubling times such as this, I'm appalled to see just how much he's been allowed to get away with. He's the (b) (6) and I can only imagine how hostile the climate is for his employees of color (if he even hired any) when he's posting such hateful messages across his social media. And such posts seem to date back as far as I cared to scroll.

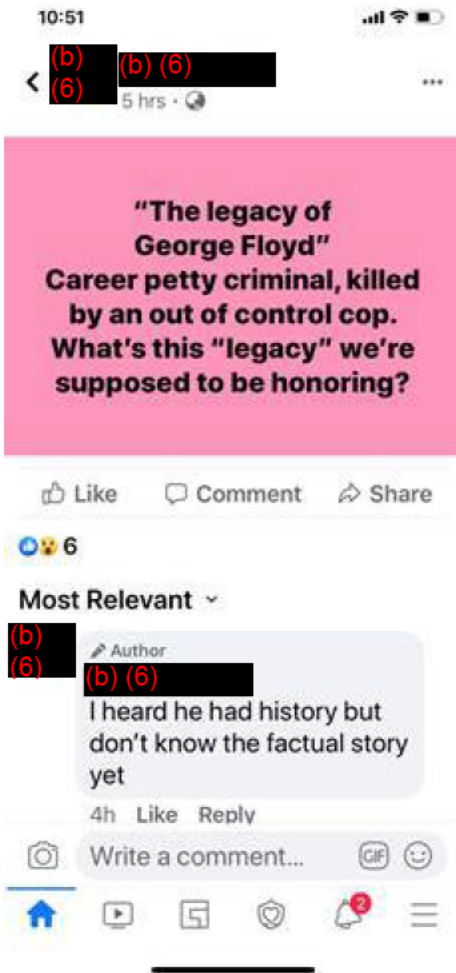
I don't know who the appropriate person to report this to is, but I'm hoping that you can either point me in the right direction or you have the authority to see that something be done.

Thank you,

(b) (6)

Enclosure (1)

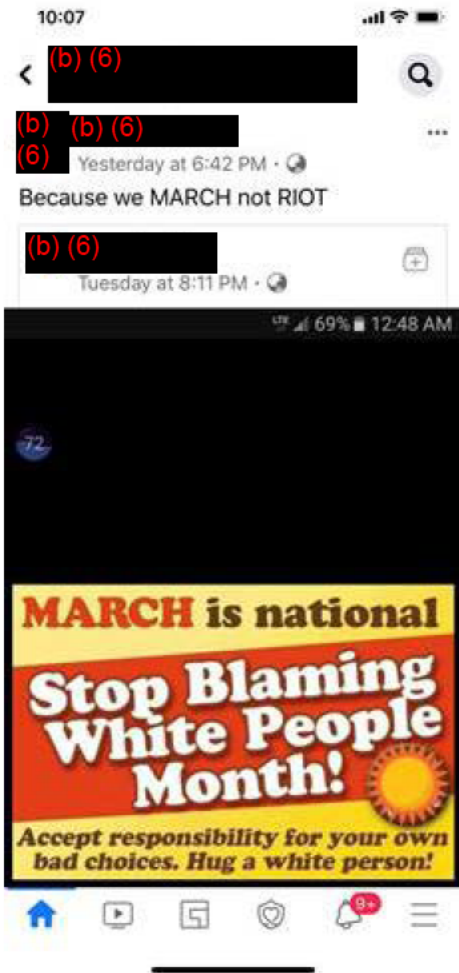






















From: [Iwakuni PAO](#)
To: (b) (6)
Subject: FW: [Non-DoD Source] (b) (6)
Date: Monday, June 8, 2020 3:26:36 PM
Attachments: [Screenshot_20200607-110558.png](#)

Sir,

As requested #2.

I appreciate your time.

Semper Fidelis,

(b) (6)
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]

From: (b) (6)
Sent: Monday, June 8, 2020 1:12 AM
To: Iwakuni PAO <Iwakuni.PAO@usmc.mil>
Subject: [Non-DoD Source] (b) (6)

Dear Sir,

This is to make you aware of the conduct of one of your men. I sincerely hope he is not in a leadership position for that sake of those under his command.

(b) (6)
US Taxpayer



Search

(b) (6)

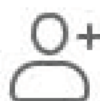
(b) (6)



Jun 5 at 4:18 PM • 🌐

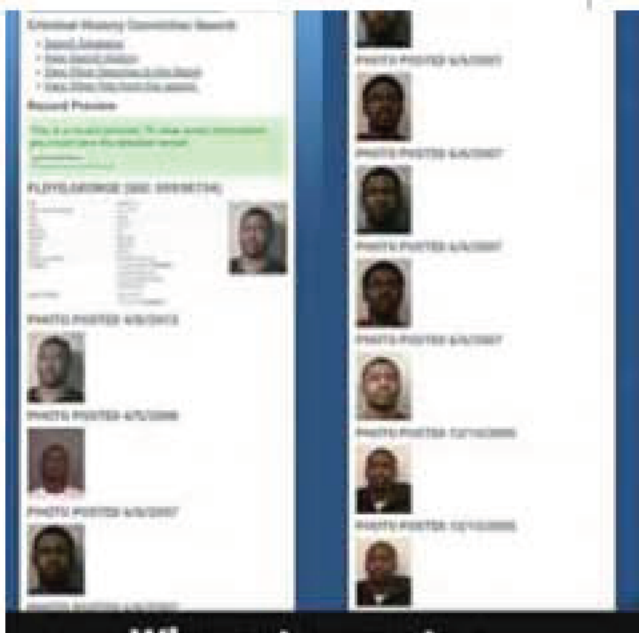
(b) (6)

(b) (6)

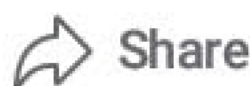


Jun 5 at 8:19 AM • 🌐

You say murder? Fuck That I say The Karma train ran over this POS!! Fuck him and Minneapolis is a safer place without him. Yea I said it!



1 Comment • 1 Share



Enclosure (1)

(b) (6)

(b) (6)




(b) (6)

(b) (6)

June 1 at 5:43 PM · 

**Run them down with
Tanks in the streets
Im tired of these
Peasants**

  15

Like



Comment



Share

(b) (6)

(b) (6)

June 1 at 2:37 PM · 

(b) (6)

(b) (6)


June 1 at 2:20 PM · 

**Any looters
Need to be
Shot**

Enclosure (1)

   9

1 Comment 5 Shares

 Like Comment Share

(b) (6)

(b) (6)


June 1 at 7:19 PM · 

...

Sorry, not sorry

Their lives don't matter they should be killed



 Like Comment Share

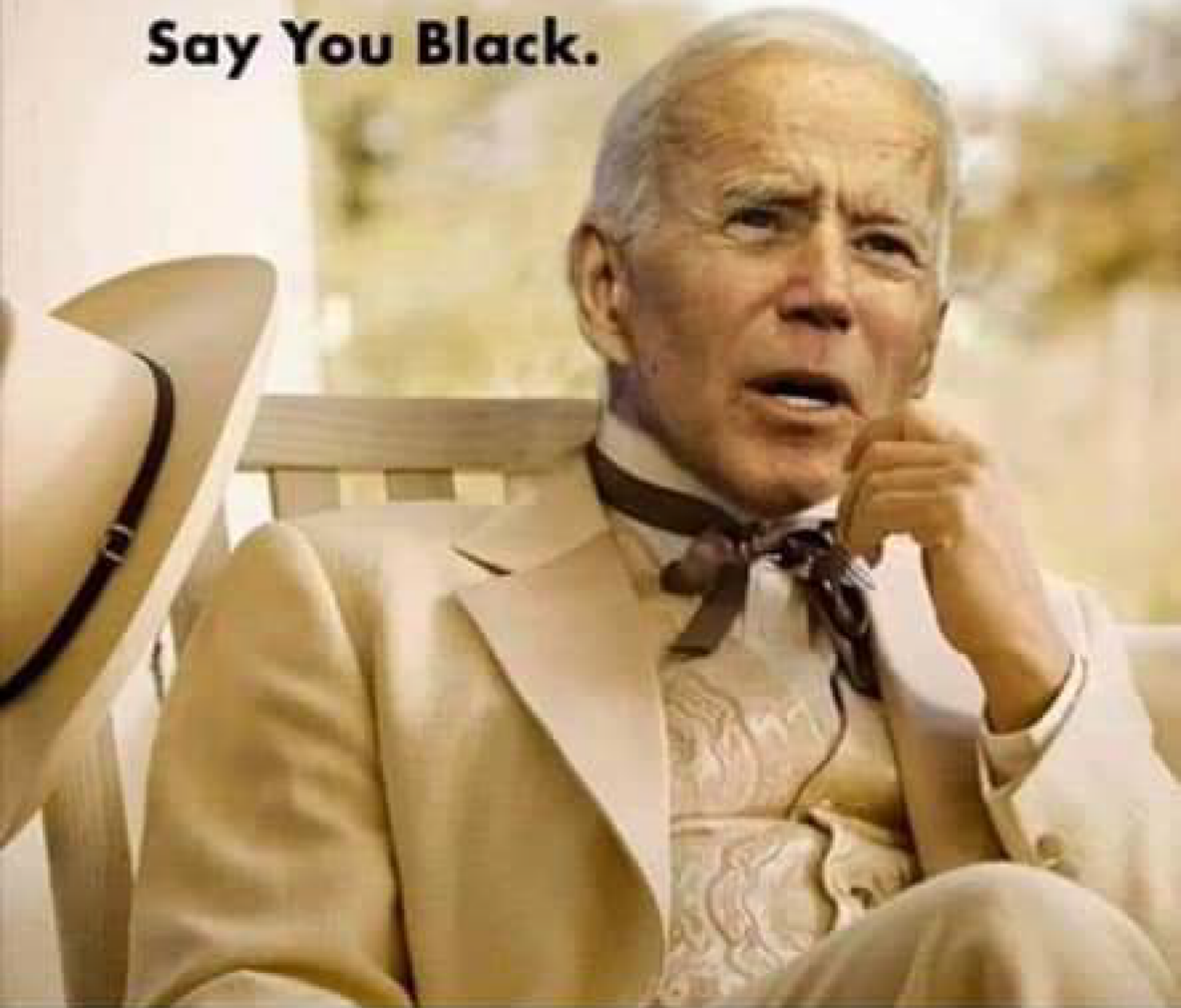
(b) (6)

(b) (6)


May 26 at 4:50 AM · 🌐

...

**Well I do Declare Boy,
You Ain't Black Unless I
Say You Black.**

**Black & Conservative** May 25 at 12:46 AM · 🌐  8

2 Comments 3 Shares

 Like Comment Share

(b) (6)

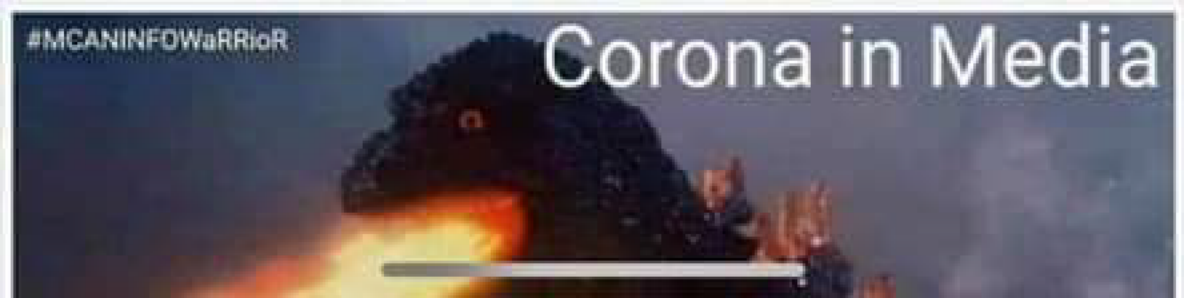
(b) (6)

May 25 at 4:08 PM · 🌐

...

Enclosure (1)

#MCANINFOWaRRioR

Corona in Media

(b) (6)

(b) (6)

Yesterday at 7:28 PM · 🌐



Now this is White Privilege



9

2 Shares

Like

Comment

Share

(b) (6)

(b) (6)

Yesterday at 6:42 PM · 🌐



Because we MARCH not RIOT

Enclosure (1)

(b) (6)

(b) (6)

Yesterday at 5:05 AM · 🌐



George Floyd's great achievement Was getting killed?

Enclosure (1)

1

1 Comment



Like



Comment



Share

(b) (6)

(b) (6)

Yesterday at 4:43 AM · 🌐



Americas got Talent was on at a new time ... what a show 😬



Enclosure (1)

😂 1

1 Comment

👍 Like

💬 Comment

➦ Share

(b) (6)
(b) (6)
Yesterday at 4:43 AM · 🌐

⋮

Americas got Talent was on at a new time ... what a show 😂



1 Comment

👍 Like

💬 Comment

➦ Share

(b) (6)
(b) (6)
June 4 at 9:00 PM · 🌐

⋮

Enclosure (1)

Being a trophy



(b) (6)

Texas!!!



9

1 Share

Enclosure (1)



Like



Comment



Share

(b) (6)

(b) (6)



Thursday at 6:12 PM · 🌐

**Where will the looters
cash their welfare checks,
food stamps and shoplift
from now that they
burned their stores? 😂🔥**



10

2 Comments



Like



Comment



Share

(b) (6)

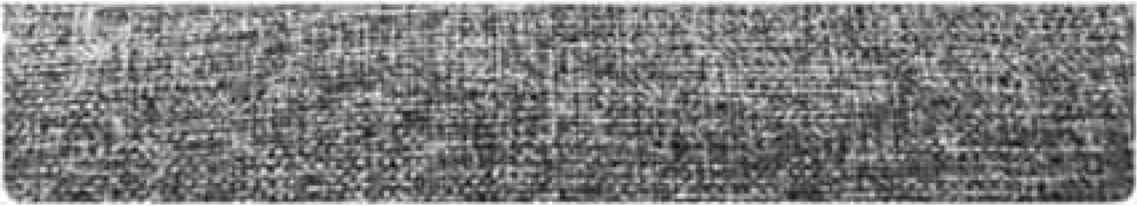
(b) (6)



Thursday at 6:03 PM · 🌐



Enclosure (1)



Facebook Like and Love icons 9

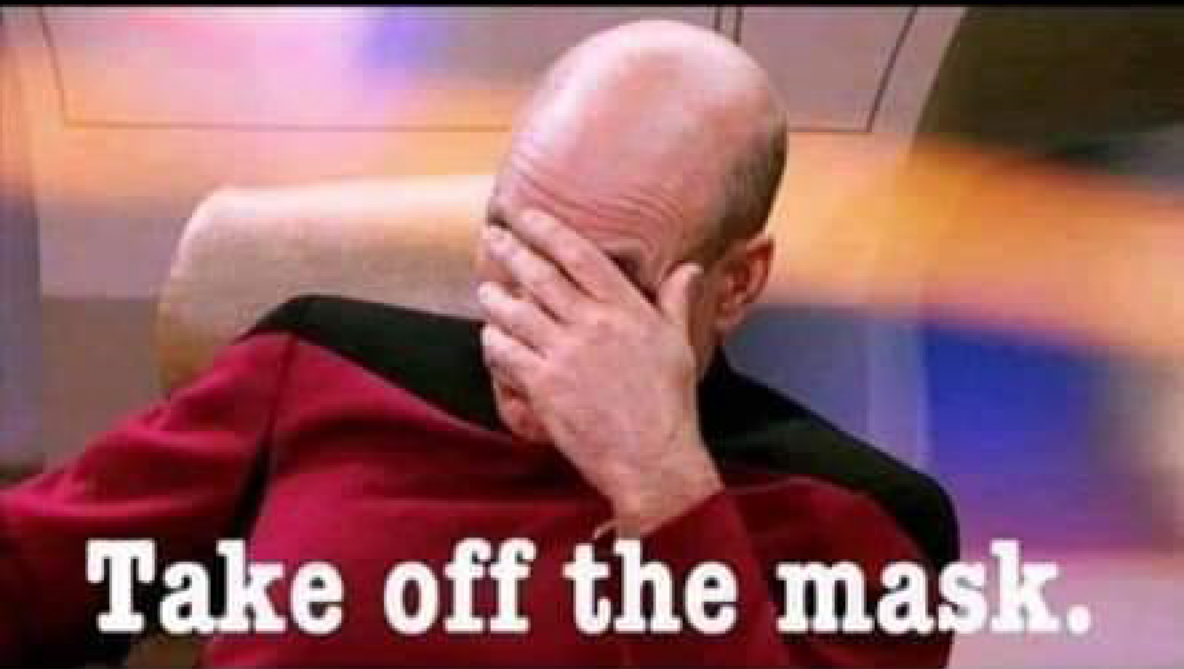
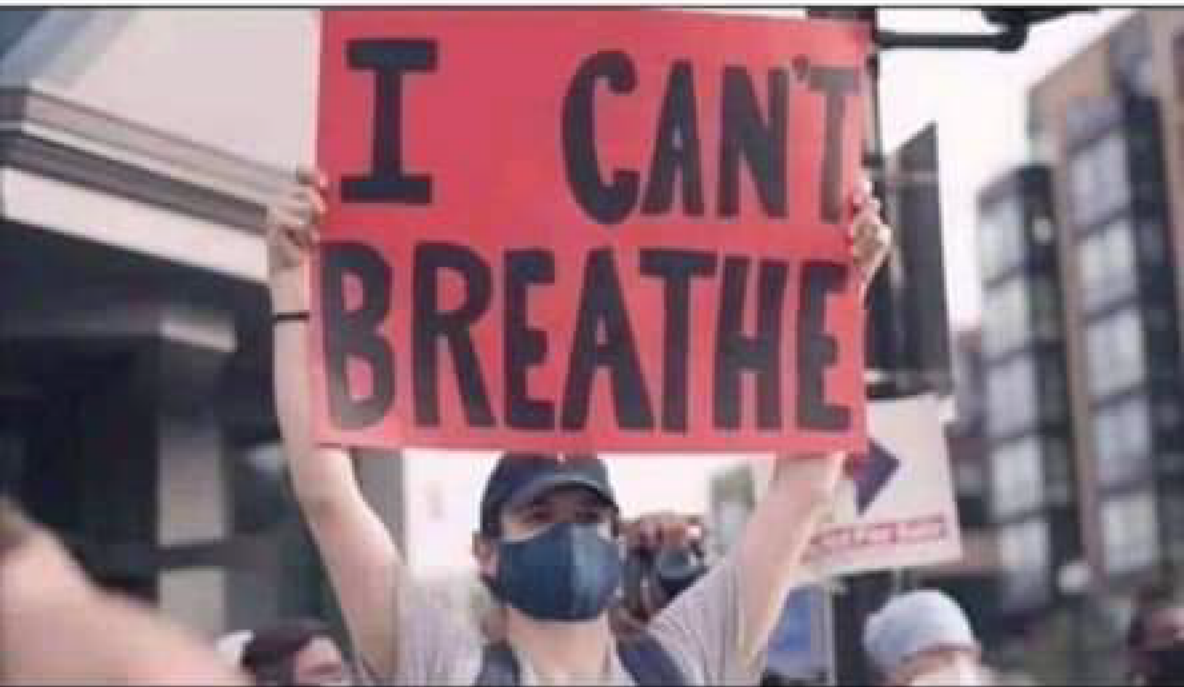
3 Comments

Like

Comment

Share

(b) (6) (b) (6)
15 hrs · [Location icon]



9 Jun 20 01:46 AM CT

Air Station SgtMaj's Corner (Bldg. 1) No N/A 09 Jun 20

Comment: (b) (6) posted a very offensive post on Iwakuni Facebook referring to African American people. I found it very offensive and disturbing that a supervisor in the HR department would put something like this on Facebook. Shame on him! He needs to be reprimanded or fired. He goes under the name (b) (6) (b) (6). What a shame!

Follow-Up Manager (b) (6)

09 Jun 20 01:56 AM CT

Air Station SgtMaj's Corner (Bldg. 1) No N/A 10 Jun 20

Comment: The fact that the air station (b) (6) (b) (6) (b) (6) has been posting things of a racist or derogatory nature to pertaining or about people of color as well as the current protests in America surround the death of George Floyd is disgusting. How can someone who is supposed to be the director of Human resources, and would have a direct say in the hiring/firing, etc of individuals of multiple nationalities while also blatantly and openly voicing his distaste of people of color. It's disgusting and lends to the question of how many human resources interactions, decisions or decision may have been colored or influenced by this man's ideology is frightening and disheartening.

Customer Email: (b) (6)

Follow-Up Notes : Customer did not want a reply to his comment.

Follow-Up Manager: (b) (6)

09 Jun 20 07:24 AM CT

Air Station SgtMaj's Corner (Bldg. 1) No No 09 Jun 20

Comment: I have an extremely grave concern...over FB messages (racial and bigotry) that have been posted now for weeks by the (b) (6), (b) (6). Many of the posts that have been publicly shared are disgraceful, and I would classify (b) (6) as a racist, an example of what we teach our children not to be. The MCAS Iwakuni community is a very close and prosperous one...action must be taken to correct this problem before our community is torn apart...our recommendation is that (b) (6) is not only removed from his position, but removed from the air station as soon as possible. Please act swiftly...more racially charged messages appeared on the MCASI Anonymous FB Page this evening...posts that absolutely sicken my family and I. I am trusting that an active investigation is being carried out...and that (b) (6) will make the correct decision based off legal counsel, in an expedient manner. God Bless our community.

Follow-Up Manager: (b) (6)

Enclosure (1)



UNITED STATES MARINE CORPS
MARINE CORPS AIR STATION IWAKUNI, JAPAN
PSC 561 BOX 1861
FPO AP 96310-0019

IN REPLY REFER TO
12750
XO
29 Jun 20

FIRST ENDORSEMENT on (b) (6) ltr 12750 Adj of 24 Jun 20

From: Executive Officer
To: Files

Subj: INQUIRY INTO THE FACTS AND CIRCUMSTANCES SURROUNDING ALLEGATIONS
AGAINST (b) (6)

1. I have reviewed this inquiry in its entirety and concur with the findings of fact and opinions made by the officer conducting the inquiry.
2. The following allegations are **unsubstantiated**: that (b) (6) exhibited behavior that prevented his employees from doing their job; that (b) (6) conducted political activity in the workplace; and that (b) (6) released Personally Identifiable Information in violation of policy.
3. Since (b) (6) has resigned from Federal service, no personnel action is appropriate.
4. On 1 July 2020, following the Plans Working Group, I will address with the principle staff appropriate professional conduct in the workplace, as well as the need to maintain professional character in personal activities outside the workplace.
5. There is no evidence that (b) (6) made illegal discriminatory decisions in hiring, promotion, discipline, awards, and general administration of the office. No further action is required. This inquiry is hereby closed.

(b) (6)

Copy To:
CO
ICO



UNITED STATES MARINE CORPS
MARINE CORPS AIR STATION IWAKUNI, JAPAN
PSC 561 BOX 1861
FPO AP 96310-0019

IN REPLY REFER TO:
12750
IO
24 Jun 20

From: (b) (6)
To: Executive Officer

Subj: INQUIRY INTO THE FACTS AND CIRCUMSTANCES SURROUNDING ALLEGATIONS
AGAINST (b) (6)

Ref: (a) SECNAVINST 12752.1A
(b) 5 CFR 734.101
(c) 5 U.S.C. 7323
(d) SECNAVINST 5211.5F
(e) Civilian Human Resources Manual Subchapter 1601

Encl: (1) Appointment Letter and Approved Extension
(2) SF 50 Form Processed Personnel Actions re (b) (6)
(3) Quality Step Increase Nomination re (b) (6)
(4) Summary of Interview with (b) (6)
(5) Quality Step Increase Voting Results
(6) 2020 Performance Appraisal for (b) (6)
(7) (b) (6) e-mail of 7 Jun 20
(8) Summary of Interview with (b) (6)
(9) Summary of Interview with (b) (6)
(10) (b) (6) e-mail of 3 June 20
(11) (b) (6) e-mail of 9 Jun 20
(12) (b) (6) Letter of 17 Jun 20
(13) Summary of Interview with (b) (6)
(14) Summary of Interview with (b) (6)
(15) Summary of Interview with (b) (6)
(16) Summary of Interview with (b) (6)
(17) Posts from (b) (6) Personal Facebook page
(18) Comments on Heritage re CMC Policy on Confederate Battle Flag
(19) (b) (6) e-mails of 7 June 20
(20) (b) (6) e-mail of 9 Jun 20
(21) MCAS Iwakuni Anonymous Group Posts and Comments of 9 Jun 20
(22) MCAS Iwakuni Anonymous Group Posts of 17 Jun 20
(23) Summary of Interview with (b) (6)
(24) Summary of Interview with (b) (6)
(25) Summary of Interview with (b) (6)
(26) Summary of Interview with (b) (6)
(27) Summary of Interview with (b) (6)
(28) Summary of Interview with (b) (6)
(29) Summary of Interview with (b) (6)
(30) Summary of Interview with (b) (6)
(31) CHRO Office and Personnel Layout
(32) (b) (6) Position Description
(33) (b) (6) e-mail of 10 Jun 20

Preliminary Statement

1. This report completes the inquiry, in accordance with reference (a), into the workplace activity and public comments made by (b) (6). One extension was granted to 26 June

Enclosure (1)

Subj: INQUIRY INTO THE FACTS AND CIRCUMSTANCES SURROUNDING ALLEGATIONS
AGAINST (b) (6)

2020. (b) (5)
(b) (5)

Findings of Fact

1. (b) (6) started his position as (b) (6) in February of 2019. At the time he was hired, the CHRO Office was "struggling," faced a "constant onslaught of formal grievances and was "a purely reactive organization." The office was also understaffed. [encls (2)-(4)]

2. Since taking over as (b) (6), (b) (6) has "rapidly turned around a struggling CHRO office into a model team," through his "direct, clear leadership." The formal grievances dropped to "nearly zero" and the MCAS Iwakuni CHRO is leading Marine Corps Installations Pacific "in terms of timeliness and accuracy" in annual appraisals and recurring requirements, as well as a vast improvement in hiring procedures and employee relations support. The CHRO office has standardized many of the CHRO processes. (b) (6) is rated "outstanding" by his supervisors. He was selected to receive a Quality Step Increase for his performance since taking over as (b) (6). [encls (3)-(6)]

3. (b) (6) believes he did an excellent job in the performance of his duties. (b) (6) also reports that he is not friends with (b) (6) on Facebook and had not seen his public profile. (b) (6) first saw the posts when someone sent them, as screenshots, to the Station Commanding Officer (CO). (b) (6) stated he was surprised to see the posts as he would not expect the CHRO Director to post such things in public. [encls (4), (7)]

4. In late May 2020, (b) (6) noticed some of (b) (6) personal Facebook posts regarding race, protest activity and politics. Prior to a COVID related staff meeting on 27 or 29 May, (b) (6) spoke with (b) (6) privately about the posts to let him know (b) (6) believed the posts were "walking a razor's edge" on what people would consider offensive, divisive, or even racist. (b) (6) responded with words to the effect of "I know they are borderline." [encl (8)]

5. (b) (6) recalled the conversation with (b) (6) regarding the posts. (b) (6) did not believe the conversation to be any sort of warning, but took (b) (6) comments on the posts to mean that (b) (6) wanted to say something similar on Facebook, but could not because of his position. [encl (9)]

6. On 4 and 5 June, the Station CO and Sergeant Major held a series of Commander's Calls with staff from the Station regarding the civil unrest in

Subj: INQUIRY INTO THE FACTS AND CIRCUMSTANCES SURROUNDING ALLEGATIONS
AGAINST (b) (6)

the U.S., guidance on appropriate responses, and leadership they expected regarding these issues. [encls (8)-(10)]

7. The Civilian GS Commander's Call was held on 5 June at 1000. The intent of this, and the other Commander's Calls, was to remind the staff of our core values and ethics in response to the unrest and protests against police violence in the U.S. The CO specifically addressed how there was no room in the Marine Corps for racism, sexism and bigotry, specifically addressing appropriate social media conduct during his conversation with GS employees and others. (b) (6) specifically recalls the CO discussing social media conduct during the 5 June Commander's Call with the GS employees. [encls (8), (9)]

8. (b) (6) acknowledged to the Station CO that he made some posts and that he was sorry to bring discredit upon (b) (6) and the Station." (b) (6) stated that he understands he made a mistake and is ashamed of his lapse in judgement causing a "black eye for the CO and the Station." [encls (9), (11), (12)]

Facebook Posts and Comments

9. (b) (6) personal Facebook is visible to the general public, even those users who are not Facebook friends with (b) (6). [encls (13)-(16)]

10. (b) (6) made a number of controversial Facebook posts on his personal Facebook page and comments on group pages between 26 May and 7 June 2020. He commented on such topics as the Commandant's new policy regarding the Confederate Battle Flag, the Black Lives Matter protests, General Officers, and George Floyd. [encls (9), (12)-(18)]

11. On his personal Facebook page, he made posts advocating for violence against the protestors. [encls (9), (12), (17)]

12. On 1 June, he posted "Run them down with Tanks in the streets Im [sic] tired of these Peasants." [encls (9), (12), (17)]

13. On 1 June, he shared a post of another Facebook user that stated "Any looters Need to be Shot." [encls (9), (12), (17)]

14. On 1 June, he also shared a video of what is reported to be young men attacking an elderly woman and her husband purported to be protecting their business in Rochester, New York. In sharing the video he commented "Sorry, not sorry, their lives don't matter they should be killed." [encls (9), (12), (17)]

15. On 4 June, he posted "Where will the looters cash their welfare checks, food stamps and shoplift from now that they burned their stores?" [encls (9), (12), (17)]

16. On 3 June, he posted that he is "Praying for the protestors That they get COVID (skull and crossbones emoji)". [encls (9), (12), (17)]

17. On 2 June, he shared a "meme" post from his personal Facebook page advertising March as "National Stop Blaming White People Month! Accept responsibility for your own bad choices. Hug a white person!" [encls (9), (12), (17)]

Subj: INQUIRY INTO THE FACTS AND CIRCUMSTANCES SURROUNDING ALLEGATIONS
AGAINST (b) (6)

18. On 5 June, he shared a post asking "Why is it okay for Every [sic] race to be proud of their heritage except for white people?" [encls (9), (12), (17)]

19. On 26 May, he shared a post from "Black & Conservative" depicting Joe Biden in a white suit, sitting in a chair with the quote "Well I do Declare Boy, You Ain't Black Unless I Say You Black." [encls (9), (12), (17)]

20. On his personal Facebook page on approximately 6 June, he shared a post from another Facebook user with a "mugshot" of George Floyd with the text "WE UNDERSTAND HE SHOULD NEVER HAVE DIED, IT WAS WRONG AND BLACK LIVES MATTER LIKE THE REST...but why is he being honoured [sic] as a hero? he [sic] wasn't standing up for racism, he was a violent criminal hustling fake money." [encls (9), (12), (17)]

21. On 6 June, he also shared a post from another Facebook user with a photo of George Floyd and what appears to be 11 "mugshots" of George Floyd with photos of what is purported to be Mr. Floyd's criminal record and the text "You say murder? Fuck That I say the Karma train ran over this POS!! Fuck him and Minneapolis is a safer place without him. Yea [sic] I said it!" [encls (9), (12), (17)]

22. On or about 6 June, he posted "George Floyd's great achievement Was [sic] getting killed?" [encls (9), (12), (17)]

23. On his personal Facebook page on 4 June, (b) (6) posted "How did we get all these liberal fucken [sic] generals in the armed forces Oh ya...Obama." [encls (9), (12), (17)]

24. On a MCAS Iwakuni group Facebook page which had reposted the Commandant's guidance regarding Removal of Public Displays of the Confederate Battle Flag, (b) (6) responded with a comment "My heritage does not matter" followed by what appears to be an angry emoji with expletives covering its mouth. [encls (9), (12), (18)]

25. (b) (6) made several other controversial posts between 26 May and 7 June. These posts included a post depicting Meghan Markel and Prince Harry with the text "Now this is White Privilege." Another post depicted a picture of Rev. Al Sharpton from Fox News at an event in Minneapolis with the text added by (b) (6), "Americas got Talent was on at a new time...what a show (laughing emoji)". He also posted a photo of Hulk Hogan in a "chokehold" with the text "Hulk Hogan Agrees." He shared a post with a man wearing a face covering mask with a sign "I CAN'T BREATHE" and a photo of, what appears to be Captain Jean Luc Picard (Patrick Stewart) of Star Trek, with his hand on his head and the text "Take off the mask." [encls (9), (12), (17)]

26. CHRO employees stated that they first noticed (b) (6) Facebook behavior when he responded to a COVID restriction related question on one of the MCAS Iwakuni group pages about access to the "fruit stand" just outside the main gate. (b) (6) responded, "Yes you can go there, but not if they have a massage parlor in the back." These employees believed this to be an inappropriate reference to prostitution. [encls (15), (16)]

27. The posts on his personal page were first noticed by a small number of the MCAS Iwakuni community who circulated screenshots of the posts amongst themselves and ultimately raised the issue to (b) (6) and to (b) (6) on 7 June

Subj: INQUIRY INTO THE FACTS AND CIRCUMSTANCES SURROUNDING ALLEGATIONS
AGAINST (b) (6)

2020. On 9 June 2020, the posts were widely shared when someone posted 9 screenshots of (b) (6) Facebook posts under a pseudonym to a community Facebook Page, "Iwakuni Anonymous" with the caption (b) (6) [encls (7), (13), (14), (19)-(21)]

28. One member of the MCAS Iwakuni community wrote to (b) (6) (b) (6) on 7 June 2020, that (b) (6) had a "hatred that he has shown against African American[s]...is abysmal and unacceptable," and that they are reporting (b) (6) conduct "because it seems to go against all that I have heard about the Marines and American citizens stand for." [encl (19)]

29. On 9 June 2020, another member of the MCAS Iwakuni community wrote to (b) (6) that they were "in a great deal of disgust and pain to know that MCAS Iwakuni has a white supremacist on their base serving as the (b) (6)" [encl (20)]

30. On 7 June, (b) (6) sent the (b) (6) an e-mail with attached screenshots of (b) (6) posts. (b) (6) sent the e-mail with the intent to protect (b) (6) from, what (b) (6) believed to be, higher level scrutiny of these Facebook posts because he had reason to believe senior Marine Corps officials had been informed of the posts. [encls (7), (13), (19)]

31. (b) (6) believed (b) (6) posts were divisive and "plain toxic consider [sic] what is going in [sic] America." He went on to report that he expected better judgment from someone in (b) (6) position and that he was upset that the posts were shared publicly. [encls (7), (13)]

32. (b) (6) stated that the posts were brought to his attention by a friend, (b) (6). (b) (6) said that he noticed the posts on (b) (6) profile after seeing (b) (6) comment regarding his heritage on one of the MCAS Iwakuni group Facebook pages. [encls (13), (14)]

33. (b) (6) stated that, at first, he did not think much of the posts, that it was just someone "being stupid and oversharing" on Facebook. One of his acquaintances who had previously returned to the U.S. and is still a member of the MCAS Iwakuni Group Facebook page sent him screenshots of the posts later and pointed out that (b) (6) was the (b) (6). [encl (14)]

34. (b) (6) believes that because of (b) (6) position that the posts reflect on CHRO as an office and are a "stain on the Installation." He believes the posts are disrespectful to the Commandant and other general officers. He believes the posts and their public nature calls (b) (6) judgement into question, detract from (b) (6) reputation and causes him to question (b) (6) decisions regarding people with different ethnicities. [encls (2), (14), (17), (18)]

35. (b) (6) wanted to report the posts through the "proper channels" but did not know to whom he should specifically report them. He instead sent them to (b) (6) to get his opinion. (b) (6) did not end up reporting the posts because they had been taken down by the time he found the "proper channels" to report the posts. [encl (14)]

36. After the posts appeared on the "Iwakuni Anonymous" page, individuals made 282 comments with various reactions, including that these posts were "unacceptable," "racist," and general concerns that (b) (6) is in a position of authority on the Station. Later, discussions regarding whether

Subj: INQUIRY INTO THE FACTS AND CIRCUMSTANCES SURROUNDING ALLEGATIONS
AGAINST (b) (6)

(b) (6) should be allowed to return to work were also posted on the "Iwakuni Anonymous" page. [encls (21), (22)]

37. (b) (6) works for (b) (6) as the (b) (6). (b) (6) stated that he is not friends with (b) (6) on Facebook, but saw the posts when published to the "Iwakuni Anonymous" group page. He was surprised to see the posts in a public forum, and he believes the posts detract from his reputation as the (b) (6). Particularly, the notoriety of his position created an appearance of bias. Otherwise, (b) (6) seemed to have a good reputation amongst the Station Staff. [encls (21), (23)]

38. CHRO employees were surprised to see the posts and expressed disbelief that (b) (6) would post such things publicly. [encls (4), (15), (23)-(25)]

39. (b) (6) (b) (6) each believe the content and public nature of the posts detract from (b) (6) reputation. The comments on the "Iwakuni Anonymous" page also show that other members of the Station and the community believe the content of the posts detract from (b) (6) reputation. [encls (4), (13)-(16), (21)-(25)]

40. In his interview and written letter, (b) (6) stated his "record speaks for itself." That his record shows great diversity in all of his hiring actions and promotion selections. He stated that he has worked very hard to create transparency in hiring and promotion. Specifically, the employees of the CHRO office are very diverse and many of them are minorities and/or married to a minority ethnicity. [encls (9), (12)]

41. (b) (6) submitted a signed letter stating that he shared and posted "memes that were social-political" and "very charged and sensitive in nature." He further writes that he did not post anything in his official capacity. [encl (12)]

42. Reference (e) requires (b) (6) as the (b) (6) to provide advice and guidance to supervisors regarding Equal Employment Opportunity (EEO) initiatives and implementing a model EEO Program. Reference (e) also requires (b) (6) to ensure that all members of the workforce refrain from actions or comments that could be viewed as discriminatory.

Profanity in the Workplace

43. An anonymous complaint alleged that (b) (6) always used profanity at work and that the profanity was offensive. It was widely reported that (b) (6) used profanity in the workplace. [encls (9), (15), (16), (23)-(25), (27)-(29), (33)]

44. (b) (6) profanity was not directed at anyone in the workplace specifically, but often used as descriptors in his speech. He would, however, use profanity when referring to people he disagreed with, such as "that bitch Nancy Pelosi," "These fucking liberal Generals," etc. [encls (9), (15), (16), (23)-(29)]

45. Some of his subordinates were offended by (b) (6) use of profanity, in particular, several of the Japanese Master Labor Contract (MLC) employees. [encls (15), (25)-(28)]

Subj: INQUIRY INTO THE FACTS AND CIRCUMSTANCES SURROUNDING ALLEGATIONS
AGAINST (b) (6)

46. Several other CHRO employees noticed the profanity, but were not offended by the use of profanity in the workplace. [encls (15), (16), (24), (25)]

47. (b) (6) admitted to using profanity in the workplace and stated that no one ever said anything to him about being offended by his use of profanity in the workplace. [encl (9)]

Political Activity in the Workplace

48. An anonymous complaint alleged that (b) (6) expressed himself in the workplace similarly to how he expressed himself in his Facebook page, inferring that (b) (6) participated in Political Activity in the workplace. Political Activity is defined in reference (b) as "an activity directed toward the success or failure of a political party, candidate for partisan political office or partisan political group." The Hatch Act, reference (c), prohibits Federal employees from using their official authority or influence for the purpose of interfering with or affecting the result of an election; knowingly solicit, accept or receive a political contribution from any person, with certain caveats; nor run for the nomination or as a candidate for election to a partisan political office; or knowingly solicit or discourage the participation in any political activity of any person with connections to the office in which the employee is employed. [encl (33)]

49. Reference (b) defines "on duty" as "the time period when the employee is in a pay status other than paid leave, compensatory time off, credit hours, time off as incentive award or excused or authorized absence, or representing any agency or instrumentality of the United States Government in an official capacity."

50. (b) (6) made his political affiliations known to his superiors and subordinates in the workplace, and on his Facebook profile. [encl (4), (8), (9), (12), (15)-(17), (23), (25)-(28)]

51. While on duty, (b) (6) did not distribute campaign materials, display campaign materials, perform campaign related tasks, wear or display partisan political buttons, shirts or signs, make political contributions to a partisan political party, candidate for political office, post to social media to advocate or distribute content for or against a partisan political party or candidate. [encls (9), (23), (24)]

52. Off duty, (b) (6) wore partisan political hats, pins, and other clothing. [encl (23)]

53. (b) (6) stated that he never engaged in political activity in the office. He did not have any campaign related or political material in his office, nor did he wear any partisan political clothing in the office. He said that he never told anyone in the office how to vote. [encl (9)]

54. (b) (6) acknowledged that his humor tends to be political and he may have made some political jokes in the workplace, but did not consider them political activity. [encl (9)]

Activity in the Workplace that Prevented Subordinates from Doing Their Job

55. An anonymous complaint alleged that (b) (6) actions in the workplace prevented them from doing their job. (b) (6) tends to speak loudly and

Subj: INQUIRY INTO THE FACTS AND CIRCUMSTANCES SURROUNDING ALLEGATIONS
AGAINST (b) (6)

habitually left his door open while on speakerphone in his office. When he is on speakerphone his conversations can be heard throughout the CHRO office. [encls (15), (16), (23)-(31), (33)]

56. (b) (6) typically had his television on in his office when working. It was mostly tuned to a network news channel through the Armed Forces Network and he would have the volume on. When political news regarding the President or a Presidential News Conference was being aired, he would turn up the volume so that everyone in the CHRO space could hear the television. [encls (15), (16), (23)-(31)]

57. Several of his employees found his loud phone calls and television volume to be distracting, but that these things did not prevent them from doing their jobs. [encls (15), (16), (23)-(31)]

58. Several employees, both GS and MLC, stated that they avoided (b) (6) when he displayed signs of being in a "bad mood" or "angry." [encls (15), (16), (23)-(31)]

59. None of the employees interviewed stated that (b) (6) made racist comments in the workplace. [encls (15), (16), (23)-(31)]

60. (b) (6) stated they enjoyed working for (b) (6). [encls (16), (23), (29)]

61. Other CHRO employees expressed concern working for (b) (6) if he returned to the office. [encls (15), (16), (25), (27)]

Release of Personally Identifiable Information to Unauthorized Personnel

62. An anonymous complaint alleged that (b) (6) discussed work matters in front of his wife and he failed to protect Personally Identifiable Information. Personally Identifiable Information (PII) is defined in reference (d) as "information that can be used to distinguish or trace an individual's identity, either alone or when combined with other information that is linked or linkable to a specific individual." [encl (33)]

63. There is no evidence that (b) (6) disclosed PII to unauthorized personnel, as defined in reference (d). [encls (9), (15), (16), (23)-(30)]

64. CHRO employees could not identify any instance where they witnessed (b) (6) disclose PII to unauthorized personnel. [encls (15), (16), (23)-(30)]

65. (b) (6) stated that he never consciously disclosed PII to any unauthorized personnel, but that he may have inadvertently disclosed PII at some point. [encl (9)]

66. CHRO employees reported that (b) (6) discussed official business, as well as personal employee information directly with his wife in his office, and with other people over the phone, while his wife was present in his office. [encls (15), (25)]

67. During several phone calls, CHRO employees noticed (b) (6) discussing sensitive personal information regarding discipline and misconduct,

(b) (6)
(b) (6). These employees believed he released this

Subj: INQUIRY INTO THE FACTS AND CIRCUMSTANCES SURROUNDING ALLEGATIONS
AGAINST (b) (6)

sensitive information to people who did not have a "need to know" and he seemed to be "bragging" by telling people these things to reinforce the importance of his position. [encls (15), (16), (25), (28)]

68. One of (b) (6) duties is the protection of personal, private, controlled unclassified, or proprietary information with the potential to damage the public's trust, the unauthorized disclosure of which could cause very limited damage to individuals, business entities, or government programs or operations. [encl (32)]

69. (b) (6) has the complete personnel authority, delegated by the Station CO, to carry out the administration of personnel programs for 1,270 employees. (b) (6) serves as the principal civilian personnel advisor to the Station CO. He confers with senior managers and other staff elements of the installation in planning key personnel actions and advises senior managers on recruitment and placement strategies, management-employee relations and position classification issues. [encl (32)]

70. Some CHRO employees raised concerns that (b) (6) involved himself unnecessarily in hiring actions, by insisting that he be designated as the Alternate Hiring Manager for positions across the Station. There is no evidence that (b) (6) took any inappropriate action regarding hiring actions. [encls (4), (15), (25)]

71. (b) (6) stated that having a designated CHRO employee as the Alternate Hiring Manager is "not an uncommon practice in CHRO." That he did so to ensure hiring managers were consistent and to assist Hiring Managers who did not have USA Staffing accounts. He stated that he does not recall ever making a selection on behalf of a Hiring Manager, and if he ever did it was in close coordination with a Hiring Manager who could not make the selection themselves, for whatever reason. [encl (9)]

Opinions

1. (b) (5)

[FF 8-41]

2. (b) (5)

[FF 8-41]

3. (b) (5)
(b) (5)
(b) (5)

[FF 8-41]

Subj: INQUIRY INTO THE FACTS AND CIRCUMSTANCES SURROUNDING ALLEGATIONS
AGAINST (b) (6)

4. [REDACTED]
(b) (5) [REDACTED] [FF 1-71]

5. (b) (5) [REDACTED]
[REDACTED] [FF 43-47, 55-61]

6. [REDACTED]
(b) (5) [REDACTED]
[REDACTED] [FF 48-54]

7. [REDACTED]
(b) (5) [REDACTED]
[REDACTED] [FF 1-71]

8. [REDACTED]
(b) (5) [REDACTED] [FF 55-61]

9. (b) (5) [REDACTED]
[REDACTED] [FF 62-71]

10. [REDACTED]
(b) (5) [REDACTED]
[REDACTED] [FF 55, 62-71]

(b) (6)
[REDACTED]

Copy to:
PACO
SJA



UNITED STATES MARINE CORPS

MARINE CORPS AIR STATION IWAKUNI, JAPAN

PSC 561 BOX 1861

FPO AP 96310-0019

IN REPLY REFER TO:

12750

XO

9 Jun 20

From: Executive Officer

To: (b) (6)

Subj: INQUIRY INTO THE FACTS AND CIRCUMSTANCES SURROUNDING ALLEGATIONS
AGAINST (b) (6)

Ref: (a) SECNAVINST 12752.1A

Encl: (1) Email of 7 Jun 2020 Subj: [non-DoD Source] Pictures

1. This directs you to inquire into the facts and circumstances surrounding public comments made by (b) (6). (b) (6), Marine Corps Air Station (MCAS) Iwakuni. This inquiry will investigate the reported activities, as following:

a. His public comments on his personal Facebook account between 26 May and 7 June 2020 captured in enclosure (1).

b. Whether he used profanity at work;

c. Whether he participated in political activity in the workplace during May and June 2020;

d. Whether he released Personally Identifiable Information to unauthorized personnel; and

e. Whether he engaged in activity in the office that prevented his subordinates from doing their job.

2. Interview witnesses and assemble information showing whether the activities occurred and if any evidence shows how, where, and when (b) (6) conducted these activities. Additionally, identify facts that show whether these activities detracted from his character and reputation. When issuing your report, do not include any recommendations.

3. All matters related to this inquiry are sensitive in nature. Individual privacy, to the maximum extent possible, must be protected through all stages of your investigation. You shall seek legal advice from (b) (6). (b) (6). Upon completion of your investigation, you will ensure a legal sufficiency review and then report your findings in letter form within 12 days, unless an extension of time is granted by me.

4. This appointment will remain in effect until you are formally relieved.

(b) (6)

Enclosure (1)

Enclosure (1)

From: (b) (6)
To: (b) (6)
Cc: (b) (6)
Subject: RE: Inquiry extension request
Date: Tuesday, June 16, 2020 8:44:36 PM

(b) (6),

Approved as requested.

V/R,

(b) (6)

(b) (6)

From: (b) (6)
Sent: Tuesday, June 16, 2020 5:22 PM
To: (b) (6)
Cc: (b) (6) >
Subject: Inquiry extension request

Sir,

Per the attached appointing order, I have until 21 June to complete the inquiry, to include legal review and final report. Based on some outstanding interviews and the expected legal review timeline, I am requesting a 5 day extension until 26 June.

V/r,

(b) (6)

Summary of Interview with (b) (6) – 20200615

- (b) (5), (b) (6)
- (b) (5), (b) (6)
- (b) (5), (b) (6)

He also installed a CHRO hiring representative in the hiring process, which helped to standardize how positions were recruited and candidates were selected. (b) (5), (b) (6)
- (b) (6) served as the hiring official as the Department Head of the Station Headquarters. He performed all certificate selections and does not believe (b) (6) ever made any selections as the Alternate Hiring Manager.
- (b) (6) did not see the posts on Facebook. He is not friends with (b) (6) on Facebook and did not see his Facebook profile. As a general rule, he is not friends with people with whom he works. He first saw the posts when someone sent them, as screenshots, to the Station CO. (b) (6) says he was surprised to see the posts, as he would not expect the (b) (6) to post such material in public. He was aware of (b) (6) political leanings based on general statements (b) (6) would make about politics. (b) (6) did not say anything in (b) (6) presence that (b) (6) felt was inappropriate.

DEPARTMENT OF DEFENSE
CIVILIAN PERFORMANCE PLAN, PROGRESS REVIEW AND APPRAISAL

EMPLOYEE NAME: (b) (6)	DoD ID NUMBER:	APPRAISAL YEAR (YYYY): 2020	
<i>(Last, First, Middle Initial)</i>			

PRIVACY ACT STATEMENT

AUTHORITY: 5 U.S.C. 43, Performance Appraisal; 5 CFR 430.205, Agency Performance Appraisals; 10 U.S.C. 136, Under Secretary of Defense for Personnel and Readiness; and DoDI 1400.25, Volume 431, DoD Civilian Personnel Management System: Performance Management and Appraisal Program; and DoDI 1400.25, Volume 1100, Civilian Human Resources Management Information Technology Portfolio.

PRINCIPAL PURPOSE(S): To document performance elements, associated performance standards, progress review(s) and ratings of record.

ROUTINE USE(S): Applicable Blanket Routine Use(s) are: Law Enforcement Routine Use, Disclosure When Requesting Information Routine Use, Disclosure of Requested Information Routine Use, Congressional Inquiries Routine Use, Disclosure to the Office of Personnel Management Routine Use, Disclosure to the Department of Justice for Litigation Routine Use, Disclosure of Information to the National Archives and Records Administration Routine Use, Disclosure to the Merit Systems Protection Board Routine Use, and Data Breach Remediation Purposes Routine Use. The DoD Blanket Routine Uses set forth at the beginning of the Office of the Secretary of Defense (OSD) compilation of systems of records notices may apply to this system. The complete list of DoD Blanket Routine Uses can be found online at:

<http://dpcl.d.defense.gov/Privacy/SORNsIndex/BlanketRoutineUses.aspx>.

The applicable system of records notice is DPR 34 DoD, Defense Civilian Personnel Data System, located at:

<http://dpcl.d.defense.gov/Privacy/SORNsIndex/DODwideSORNArticleView/tabid/6797/Article/570697/dpr-34-dod.aspx>.

DISCLOSURE: Voluntary; however, if you are unable or unwilling to complete the administrative portion, your supervisor will complete it to ensure performance review is linked to individual performance, recognition, and awards.

INSTRUCTIONS FOR COMPLETING THE CIVILIAN PERFORMANCE PLAN, PROGRESS REVIEW AND APPRAISAL

Cover Sheet (Page 1): Enter the employee's full name, DoD ID number, and the current appraisal year. *(Completed by employee or Rating Official/Supervisor.)*

PART A - Administrative Data. *(Completed by employee and/or Rating Official/Supervisor.)*

1. Appraisal Period: a. Enter the rating start date of the appraisal cycle. b. Enter the end date of the appraisal cycle. c. Enter the Effective Date of the Rating of Record. NOTE: The DoD Performance Management and Appraisal Program cycle is April 1 - March 31 with effective date June 1. The minimum evaluation period is 90 calendar days.
2. Employee Name: Enter the name of the employee (last, first, middle initial).
3. DoD ID Number: Number found on the back of Common Access Card (NOTE: Do not enter SSN).
4. Position Title and Position Description Number: Enter the official position title and official position description number found in block 15 of SF-50.
5. Pay Plan/Occupational Code/Grade/Step: Enter the employee's pay plan, occupational code (series), grade, and step as of the date the performance plan is established. May be found in blocks 16, 17, 18 and 19 of SF-50.
6. Organization: Enter the name of the employee's organization.
7. Duty Station: Enter the duty station found in block 39 of SF-50.

PART B - Acknowledgement of Performance Discussions. *(Completed by employee, Rating Official/Supervisor and Higher Level Reviewer in accordance with DoDI 1400.25 Volume 431 and local policy.)*

Enter full name, signature and date of acknowledgement by employee, rating official/supervisor and higher level reviewer as appropriate to document the communication of performance plan(s), progress review(s), modification(s) and rating(s) of record. If modification(s) to the performance elements and standards are required, enter date modification occurred.

PART C - DoD Core Values and Organizational Goals. *(Completed by Rating Official/Supervisor and discussed with employee.)*

DoD Core Values of Leadership, Professionalism, and Technical Knowledge. DoD Core Values and Component/Organization goals and mission statements will be discussed with employees and annotated on all performance plans in accordance with DoDI 1400.25, Volume 431.

PART D - Performance Element and Standards. *(Completed by the employee and Rating Official/Supervisor.)*

NOTE: Use the "Duplicate" button at the top of the page to duplicate this page for each element developed.

1. Total Number of Elements. Enter the total number of elements.
2. Element Number. Enter the corresponding number to the element against which the employee is being evaluated.
3. Element Title. Enter the title of the element.
4. Effective Date. Enter date the element was approved (whether initial establishment or newly modified - whichever is more recent).
5. Element and Standard(s). Write elements and associated standards that are clearly aligned with the organization's mission.
6. Employee Input (optional). Employees are encouraged to provide a written account of their accomplishments related to each element and associated standards provided in their performance plan. For example, the employee may describe how their contributions enabled mission accomplishment.
7. Performance Element Narrative. Supervisors are required to justify performance element ratings of "Outstanding" or "Unacceptable" with a narrative. A narrative is highly encouraged for "Fully Successful" element ratings. The performance narrative must address the employee's performance against the specific element. Employees are not given a performance narrative or performance elements ratings on progress reviews in accordance with DoDI 1400.25, Volume 431.
8. Element Rating. Mark (X) a rating for each element (5, 3, 1, or NR (Not Rated)).

NOTE: Review employee position descriptions to ensure they are relevant.

PART E - Performance Rating Summary. *(Completed by Rating Official/Supervisor.)* See below for column usage.

Element Number - From Part D block 2., number of the element(s) for which the employee is being evaluated (10 elements maximum).

Element Title - Enter title of element (refer to Part D block 3).

Element Rating - Enter the rating for the element (5, 3, or 1) (refer to Part D block 8).

Summary Rating: Summary Rating is obtained by adding the values in the Element Rating column and dividing by the number of rated elements (round to the nearest tenth). Enter the result in Block A1.

Rating of Record: Use the Summary Rating in block A1 to determine the Rating of Record in Block A2. Compare the A1 value to the Summary Level Chart to obtain the Rating of Record.

NOTE: When a rating on any element is "1" - Unacceptable, the overall Rating of Record shall be "1" - Unacceptable, regardless of the Summary Rating. Higher Level Review is required in accordance with DoDI 1400.25, Volume 431.

Continuation Sheet. If additional space is needed for general information, progress reviews, or responses, use this page and duplicate as needed. Each continuation sheet and item being continued must be numbered.

(b) (6)

From: (b) (6)
Sent: Tuesday, June 9, 2020 12:57 PM
To: (b) (6)
Subject: FW: [Non-DoD Source] Fw: Social Media

(b) (6)

(b) (6) asked I forward this to you for your investigation. This is the original email (b) (6) sent to me on Sunday. I read it around 1400 as I was out and about. At 1415 I fwd'd it to (b) (6) asking to set up a meeting Monday morning to discuss.

SF,

(b) (6)

FOR OFFICIAL USE ONLY - PRIVACY SENSITIVE (FOUO): This document may contain Personally Identifying Information (PII) covered by the Privacy Act of 1974. This information must be protected from unauthorized access/disclosure. Do not disseminate this e-mail, or its contents, to anyone who does not have an official need for access. Any misuse or unauthorized access may result in both civil and criminal penalties.

From: (b) (6)
Sent: Sunday, June 7, 2020 11:11 AM
To: (b) (6)
Cc: (b) (6)
Subject: FW: [Non-DoD Source] Fw: Social Media

Good Morning Sir,

I wanted to bring to your attention some of the recent Facebook post on (b) (6) (see below). These images that he has posted are circulating the installation. Some may not view this as him being a racist; however, Sir I would believe it is safe to say this is divisive and plain toxic consider what is going in America. I would expect better judgement from someone in his position. These pictures are not from a direct message to someone else or something that was "anonymously" shared with myself; his page is public Sir.

Respectfully Submitted,

(b) (6)

Begin forwarded message:

From: (b) (6)

Date: June 7, 2020 at 10:19:13 AM GMT+9

To: (b) (6)

Subject: Social Media

12:00



mobile.facebook.com

Done



Like



Comment



Share

(b) (6)

(b) (6)



June 5 at 5:57 AM · 🌐

Why is it okay
for Every race
to be proud of
their heritage
except for
white people?



12:00



 mobile.facebook.com

Do

MARCH is national

**Stop Blaming
White People
Month!**

***Accept responsibility for your own
bad choices. Hug a white person***

9:29


facebook.com

 Like

 Comment

(b) (6)

(b) (6)

16 hrs · 



9:29

facebook.com

(b) (6)

(b) (6)

Yesterday at 7:28 PM · 🌐

Now this is White P



9:29

facebook.com

(b) (6)

(b) (6)

Yesterday at 5:05 AM · 

**George Floyd's g
achievement
Was getting kille**

9:32

facebook.com

(b) (6)

June 1 at 5:43 PM · 

Run them down w
Tanks in the stre
Im tired of thes
Peasants

9:33


facebook.com

 Like

 Comment

(b) (6)

(b) (6)

May 26 at 4:50 AM · 

**Well I do Declare Boy,
You Ain't Black Unless I
Say You Black.**



Sent from my iPhone

Enclosure (1)

~~XXXXXX~~
~~Enclosure (1)~~

- (b) (5), (b) (6)
- (b) (5), (b) (6) controversial Facebook posts regarding race, the protest, and politics.
(b) (6) side and warned him that some of his posts were “walking a razor’s edge” in terms of whether they crossed a line that some may consider offensive, divisive or even racist.
- (b) (6) played off (b) (6) comments and said that “he knew they were borderline.”
(b) (6) assumed that (b) (6) was aware that he had maybe crossed a line.
- (b) (5), (b) (6)

- (b) (5), (b) (6)
- (b) (5), (b) (6)
- (b) (5), (b) (6)
- (b) (5), (b) (6)
- (b) (5), (b) (6)
- (b) (6) was conscious of not engaging in political activity in the office and did not display any campaign or political material in his office, nor did he wear any political clothing items while at work. He never told people how to vote in the office. He acknowledged that his humor in the office can involve political topics.
- He admitted to using profanity in the office, but no one ever said anything to him about being offended by it.
- (b) (6) denied ever consciously releasing PII to unauthorized persons, but admitted he could have accidentally released PII.
- (b) (6) stated that no one ever mentioned having trouble doing their job for any reason involving his behavior. He said when he noticed people struggling, he would pull them in and talk to them about issues they were having in an attempt to correct any problems, and provide guidance.
- He discussed tension with (b) (6) regarding her duties as a classifier vs. a recruiting and staffing. He said (b) (6) was hired as a classifier but wanted to do more recruiting and staffing work. He had (b) (6) mainly doing classifications for a few months and eventually transitioned (b) (6) over to more recruiting and staffing work, but (b) (6) had little experience in this area. When he arrived there was a high turnover rate in CHRO and he had to temporarily promote (b) (6) to the HR Supervisor position, and did not temporarily promote (b) (6). (b) (6) had more experience. When (b) (6) left to take a new job, he gapped the HR Supervisor position and took over the duties himself, instead of promoting (b) (6) because (b) (6) did not have any experience with supervisory skills, and had limited experience in recruiting and placing. He thought about temporarily promoting (b) (6) but ultimately concluded that (b) (6) would be “set up to fail” if he did so, so he chose to perform the work and leave the position gapped until he hired (b) (6). He did not encourage (b) (6) to apply and did not check (b) (6) Time In Grade

eligibility for the position Because of all of this he felt there was tension between he and (b) (6)

- Regarding assigning himself as an Alternate Hiring Manager for new recruitments across the Station, he said that this was a common practice across the HR world. It helps to standardize the hiring process and make things more fair to act as an advisor to hiring managers. There was over a 50% turnover in department heads and hiring managers during his time here and many of them did not have USAStaffing accounts to perform the necessary functions. When he was designated the Alternate Hiring Manager he could assist in making sure recruitments were kept on track.
- To the best of his recollection he never actually selected any candidates for positions. If he ever did it was in coordination and by the request of the hiring manager.
- (b) (6), (b) (5)
(b) (6), (b) (5)

Enclosure (1)

~~EXCLUDED~~

(b) (6)

From: (b) (6)
Sent: Wednesday, June 3, 2020 11:45 AM
To: M_Iwakuni HRO US Employee Mail List
Cc: M_Iwakuni Station Dept Heads Mail List; M_Iwakuni Station Supervisors Mail List; (b) (6)
Subject: USCS Employees: Attendance Required, MCASI Commanders Call
Signed By: (b) (6)
Importance: High

Good morning Civilian Marines,

(b) (6) will hold a Commanders Call for USCS Employees.
Attendance is required unless station operations take precedence.
Supervisors - please plan accordingly.

Date: Friday, 5 June 2020
Time: 1000 - 1100
Location: Bldg. 1 Auditorium (2nd floor)

Please be seated NLT 0955
*Face Coverings are required.

Thank you,

(b) (6)

MCASI CHRO "Mission Driven, People Focused"

FOR OFFICIAL USE ONLY- PIVACY ACT SENSITIVE

This document may contain information subject to the Privacy Act of 1974 as amend. Any misuse or unauthorized disclosure may result in both civil and criminal penalties. If you have received this communication in error,

Enclosure (1)

please notify me immediately by email and delete the original message.

From: (b) (6)
To: (b) (6)
Subject: FW: comment card submitted for CHRO - Civilian Human Resources Office located at Building 1, Room 104, Marine Corps Air Station Iwakuni
Date: Tuesday, June 9, 2020 8:42:17 PM

Counselor,
FYSA.

S/F,
(b) (6)

Sent from my Galaxy smartphone.

----- Original message -----

From: (b) (6)
Date: 6/9/20 4:14 PM (GMT+09:00)
To: (b) (6) >
Subject: FW: comment card submitted for CHRO - Civilian Human Resources Office located at Building 1, Room 104, Marine Corps Air Station Iwakuni

Seeing this on comment card,
Thought you should know

This (b) (6)
Has no association with me. It is not me and using my profile.

Not saying I didn't post anything but someone now is using my profile.

Thank you Sir,
Not asking for anything but I am sorry to bring discredit upon (b) (6) and Station

Sent with BlackBerry Work
(www.blackberry.com)

From: whs.pentagon.em.list.icesubmit@mail.mil <whs.pentagon.em.list.icesubmit@mail.mil>
Date: Tuesday, Jun 09, 2020, 3:46 PM
To: (b) (6)
Subject: comment card submitted for CHRO - Civilian Human Resources Office located at Building 1, Room 104, Marine Corps Air Station Iwakuni

(b) (6)

Enclosure (1)

XXXXXX

A comment card was submitted for: CHRO - Civilian Human Resources Office on 09 Jun 20 at 01:46 AM CT

Reports on past submissions may be viewed online by logging into ICE at https://icemgr.disa.mil/admin/login/index.cfm?fa=login_form and choosing an option from the reports menu.

Please review the customer feedback below and take appropriate action. If a response to the customer is deemed necessary, please use the customer contact information if provided below. Log any attempt made to contact the customer by using the 'Customer Followup' section in ICE.

Do NOT reply directly to this email as a means of contacting the customer who submitted the comment card. Replying directly to this email will NOT cause an email to be sent to the customer.

3 comment cards, including the one indicated in this email, have been submitted for this service provider during the past 90 days (or since this ICE site began accepting comment cards, if less than 90 days).

Responses:

---DOD Required Questions---

Question	Customer's Rating
Were you satisfied with your overall experience?	N/A

Question	Customer's Rating
Did the product or service meet your needs?	N/A

Question	Customer's Rating
Facility Appearance	N/A
Employee/Staff Attitude	N/A
Timeliness of Service	N/A
Hours of Service	N/A

---Additional Questions---

Question	Customer's Rating
Please select the service	N/A

Customer Comments:

(b) (6) posted a very offensive post on Iwakuni Facebook referring to African American people. I found it very offensive and disturbing that a supervisor in the HR department would put something like this on Facebook. Shame on him! He needs to be reprimanded or fired. He goes under the name (b) (6). What a shame!

** Customer did NOT provide contact information **

Enclosure (1)

~~XXXXXXXXXX~~

Use this link to login and enter ICE customer followup information and view the customers responses to comment card questions.

https://icemgr.disa.mil/admin/login/index.cfm?fa=login_form&cn=13684981

Enclosure (1)

~~XXXXXX~~
Enclosure (1)

Concerning the posts on my personal Facebook account that were in regards to the recent unrest in the country; I had shared/posted memes that were social-political in nature. Memes I posted while very charged and sensitive in nature, they challenged the absurd with absurdity, and the hyperbolic situation with hyper-political satire and were not meant to hurt any person or group of people.

While nothing was posted on my wall in an official capacity, I did not take into consideration my position and the vulnerability to have interpretations that could charge discourse in my position or for the station.

I will let my record that I have established as an exemplarily HR Professional and my efforts across the station to instill; fair, transparent and merit based hiring stand on their own. I hold my-own office as an example; In the last year, we had 100% civilian turnover including plussing up two positions and in less than a year through merit hiring actions, cross re-assignments, training opportunity and internal promotions, we became the most diverse well rounded department on station for all individuals of diversity with in my team.

While I am not proud at this time of my (personal) carelessness during this sensitive time and sorry for the trouble it has caused the station and my family, I am very-very proud of what I have accomplished (professionally) in the name of diversity. Upon much reflection, I realize the nexus of my personal social media and the spotlight it can have on my position.

(b) (6)



Enclosure (1)

~~XXXXXX~~

- (b) (5), (b) (6)
- On 6 June 2020 (b) (6) received a Facebook messenger message from (b) (6) containing some screenshots of Facebook posts by (b) (6). (b) (6) believes (b) (6) pulled the screenshots from (b) (6) Facebook profile following a comment made by (b) (6) on the Iwakuni Classifieds Group Facebook page regarding (b) (6) personal heritage no longer mattering, in response to the Commandant's Message regarding removal of the Confederate Battle Flag in the workplace. (b) (6) also provided screenshots of some of the comments made by (b) (6) following up on his original comments regarding CMC's policy on the Confederate Battle Flag. These comments.
- (b) (5), (b) (6)
- (b) (6) believes these posts are divisive. Following the CMC's message and the recent discussions with the Station CO and SgtMaj on race and divisiveness in the Marine Corps, he believes that these posts "hurt the cause" of unity and inclusiveness. (b) (6) believes these posts are divisive because they mostly depict black people and then saying "kill them" or "run them over with a tank." He believes some of the posts are making light of a serious situation. He also believes that people could take the posts about looters, peasants, people on food stamps, and "Their lives don't matter, they should be killed" as referring to "people not like" (b) (6). (b) (6) believes (b) (6) is entitled to his opinion but does not change the fact that an African American man was killed by the police and initially nothing was being done about it. He believes posts like this create a divisive, toxic environment, and that someone in (b) (6) position should know better. (b) (6) mentioned that he wonders if these posts affect the judgement of someone in his position regarding official decisions, but has no evidence or examples to confirm this. Ultimately he believes these posts to be counter-productive to how some people on the base feel about the current situation in the U.S. regarding race and the police.
- On 7 June 2020 (b) (6) decided to send the posts to (b) (6). (b) (6) He did this because he wanted the CO to have a "heads up" that this was happening and bring these to his attention. He believed that civilians and others outside the Station were talking about these posts and that they had to potential to be elevated to CMC/HQMC level quickly by those people. He did not want the Station CO to be relieved or blindsided by higher headquarters regarding the existence of these posts.

- (b) (5), (b) (6)
- (b) (6)
- When he returned was reading through the comments on the post, and noticed (b) (6) had made a comment to the effect of “so much for my heritage.” (b) (6)
- (b) (6) believes that southern or Confederate history is part of a lot of people’s heritage, but they do not make public comments about it, and thought someone in (b) (6) position as a leader should not make such public comments. These comments created an appearance of bias in the workplace. He began to read others comments on this topic and began looking at their individual profiles. (b) (5), (b) (6)
- At first he did not think much of the posts, just thought it was someone on Facebook being “stupid and oversharing.” He did not screen shot the posts, but someone who had since moved back to the U.S. sent him several screenshots of the posts, and pointed out to him to check the name of who was posting them, that is when he realized that (b) (6) was posting them and he was the (b) (6). He believes that because of his position, the posts reflect on CHRO and are a “stain on the Installation.”
- (b) (5), (b) (6)
- (b) (6), (b) (5) These comments create concerns because he is in a leadership position. He recognized some posts were original from (b) (6) and others appear to be posts he “shared” from others. He was upset that (b) (6) “original” posts particularly hurt his reputation and calls his judgement into question if this is how he really feels. These posts made him question (b) (6) decision with people of different ethnicities and views than his own.
- (b) (6) feels like these posts are a “step backward” from the progress being made of racial prejudice in the U.S. He believes society is moving in a good direction with the CMC’s new policy and general racial awareness, but posts like this are a “step back” in that process.
- He saw (b) (6) posts as a problem. He sent the posts to (b) (6), one of his friends to see what (b) (6) views on the posts were, coming from the (b) (6). (b) (6) wanted to report them to the proper authority but did not know the “proper channels” to make a report through. He began to research this, but by the time he found out, the posts had been taken down.

Summary of Interview with (b) (6) – 20200612

- (b) (5), (b) (6) [REDACTED]
- Facebook Posts
- (b) (6) does not associate with her coworkers on social media. (b) (6) comments regarding the vegetable stand and that people cannot visit “if there is a massage parlor in the back” were shown to her by a co-worker, (b) (6), in late April/early May. Both she and (b) (6) thought the posts were inappropriate to comment on a community page.
- (b) (6) also showed her the (b) (6) “George Floyd Posts” at the end of May. (b) (6) sent her individual screenshots over the course of “maybe one week.” She believed the posts were inappropriate for his position. She said that she and (b) (6) talked about it and said things such as “can you believe this?” in private conversations because they believed the posts to be inappropriate.
- (b) (6) was particularly shocked that he would post these things because of the recent training and discussions with the Station CO about the racial protests in the U.S.
- (b) (6) thought about saying something to (b) (6) about the posts but did not because of previous friction with (b) (6). [REDACTED]
- (b) (6) said that when she saw the screenshots of (b) (6) posts on the Iwakuni Anonymous Page that she was shocked, because she had not seen some of the “bad posts.” She feels like she he should have restrained himself and that these posts were inappropriate to be “wishing bad on people.” She feels like he “crossed a line” with the posts. She sees him differently now and has lost some respect for him and lost trust in him.
- Office Behavior
- (b) (6) stated that on Friday 5 June (b) (6) was talking to another civilian employee in his office and very loudly said “Fucking General Mattis...” while she was on the phone with another civilian employee. Her office is close to (b) (6) and the person on the phone could hear the comment. She had to close her door so people she was speaking with would not hear (b) (6), in general. It bothered her that he was so loud. She said that he does not seem to consider others when speaking in his office with others or on speaker phone that he may offend those who could hear him with his words. She said he uses “lots of profanity.” The profanity is mostly passive when talking about people he did not like. She said he is always on speaker phone, and that everyone can hear his conversations, even customers when they come into CHRO.
- She said the speakerphone was a problem because he would discuss sensitive information over the phone so everyone could hear.
 - (b) (5), (b) (6) [REDACTED]
(b) (5), (b) (6) [REDACTED]. That he broke their own rules about communicating sensitive matters to “outsiders.” This particular

Enclosure (1)

~~Enclosure (15)~~

incident bothered her because he seemed to be “bragging” about having to fire someone. She believed it was unprofessional.

- Another time he discussed personal details of a civilian employee in the logistics department (b) (5), (b) (6) over lunch in his office or discussed it with people on the phone who did not need to know personal details and his wife was also in the office during these conversations.
- She said that these incidents bothered her because he seemed to be “bragging” and that he seemed to be “puffing himself up” to seem important. CHRO is supposed to provide service and advice and the “whole base does not need to know” these sensitive details. She believed this was unprofessional. He would also make comments about being a “big shot” on the base and that he “could just walk things into the CO’s office.” She said he considered himself the “chief of staff” of the station and made himself seem important, and on the same level as the CO of the Station.
- She believes the MLC employees are very quiet and reserved and brought up to her that (b) (6) was too loud in the office. She was forced to close her door when on the phone with others so they could not hear him. However, while this was bothersome, she does not believe it prevented anyone from doing their work.
- She knows that he is a supporter of President Trump. He has pictures of President Trump in his office and when anything about President Trump comes on the television he turns up the volume. During the impeachment process she would often hear him on the phone and say that “Pelosi is a fucking idiot” and that “Democrats are idiots” or words to that effect. She wondered why he would talk about such things in the office. She believes that discussion of religion and politics have no place in the office as a general rule.
- She is concerned that if he comes back to the office from leave it would create an uncomfortable environment. She has lost all respect for him because of his Facebook posts and is concerned that he will find out that she made this statement. She said that he tends to “take things personally” in the office.

(b) (6) re-approached the IO on 20200615 and wished to add to her statement

- (b) (6) recalled an incident in December 2019 or January 20 in which she and (b) (6) had a “heated conversation” in his office, in which they both raised their voices at one another over a miscommunication regarding whether she was keeping a customer informed of their work. One or more MLCs heard this conversation and asked her if she was OK afterward.
- She recalled another occasion where (b) (6) held a meeting with the two MLCs and (b) (6) but not with the remaining GS employees to “redistribute” work in the office. This offended her and she let (b) (6) know this. He was apologetic but that the new work distribution would remain in effect.
- When CHRO was hiring the GS-12 position, now filled by (b) (6), (b) (6) and (b) (6) were upset that they seemed to not be considered or encouraged to apply for the position. Both had the minimum qualifications and Time in Grade to be eligible for the position. Neither were made aware when the position would be advertised and was only on USA Jobs for 2-3 days. (b) (6) said he was going to “by-name select (b) (6)” prior to the position being advertised. (b) (6) and (b) (6) were familiar with each other because she previously worked in CHRO in San Diego, the HHQ for Iwakuni CHRO. This incident made (b) (6) see him differently and maybe he was not truly interested in taking care of the employees.

Enclosure (1)

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- She noticed (b) (6) would involve himself unnecessarily in hiring actions and recruitment. (b) (6) would frequently be asked to be added as the “alternate hiring manager” for all certs coming through MCAS Iwakuni. This designation allowed him to make selections and she believed he wanted control and power over the process. (b) (6) believes he “stepped in” for the XO on Headquarters GS civilian hiring actions, when the XO should have been the hiring manager.
- (b) (6) was also concerned that (b) (6) uses (b) (6), one of the CHRO MLCs, inappropriately to conduct his personal translation services during working hours such as registering his daughter for Japanese day care, accompanying his wife to appointments in town, and taking their new puppy to the Japanese vet.

Enclosure (1)

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- (b) (5), (b) (6)
- (b) (6) is not Facebook friends with (b) (6), but has seen his profile, as it is viewable by the public on Facebook. She initially saw some of his comments on the Iwakuni Classifieds page, which is a group page for the Air Station. In late April she noticed his comment regarding the fruit stand outside the main gate with words to the effect of “it is authorized as long as there is not a massage parlor in the back.” She screenshotted the comment and showed it to (b) (6), who both commented that the post was inappropriate. Following the discovery of this post she went to (b) (6) personal profile to see what else he had been posting. She said at the time, in late April, she saw posts about Democratic Party members being killed and several anti-democratic news postings. Most of his posts related to politics.
- Following (b) (6) comment on CMC’s message regarding the Confederate Battle Flag, she again went back to his profile to see what he had been posting. At this point she saw some posts blaming President Obama for all the “liberal generals” speaking out against President Trump, as well as other divisive racial posts. She believed the posts to be inappropriate, and that they “absolutely” detract from his character and reputation as the (b) (6). His position can influence hiring, which he often inserts himself into hiring decisions of the department heads. She does not believe he ever adversely affected a hiring decision based on bias. In fact, CHRO recently hired a new African American employee who has yet to start.
- She did not say anything to (b) (6) about the posts because he is very sensitive, in her opinion. She did not want to “rock the boat” and she liked working for him. She enjoyed working for (b) (6) more than her last supervisor in Okinawa.
- (b) (6) mentioned that (b) (6) believed himself to be the “Chief of Staff” for the Station. She did not mind this but he seemed to take credit for the “leg work” done by members of the CHRO staff, and not acknowledge their work when taking credit, such as getting a QSI on the latest board. She believes that he often shoots down valid ideas of lower graded employees.
- (b) (6) stated that (b) (6) “constantly” uses profanity and is very loud at work. He tends to use them for emphasis in his speech. The profanity did not offend her, and he uses it more when he is venting about something. However, the MLCs were uncomfortable and very close to his office. The MLCs often mentioned how uncomfortable it made them in the office. (b) (5) believes that he sometimes talks down to the MLCs.
- (b) (6) said that (b) (6) never engaged in any political fundraising or campaigning in the office, but was very vocal about his “Pro-Trump” beliefs. She said he was vocally anti-Obama, anti-Democrat and frequently disparaged Democratic party members in the office. She recalls on one occasion he called Nancy Pelosi “a stupid bitch.” He always had his TV on political news channels.
- (b) (6) stated that (b) (6) did not disclose PII to unauthorized persons, but he did release “sensitive” personal information to anyone who would call him. He was always on speaker phone and she would have to put headphones in to do any work because she could hear his conversations. He shared personal information, such as people getting fired, and he would tell anyone who called, at least 10 people. She was not sure who the people were, but believes not all of them had a “need to know.” She also stated that anyone in the office could hear this, including customers that came in.

Enclosure (1)

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- (b) (6) stated that she enjoyed working for him, his philosophy of “get work done and take care of your family” resonated with her. He encouraged education, training and growth of the employees. She encouraged them to be flexible with their home lives, and did not micromanage them.
- She believed that he seems to be “seeking attention” when he made himself feel important, took credit for accomplishments or talked about sensitive information.

Enclosure (1)

~~XXXXXXXXXX~~

(b) (6)

(b) (6)

June 1 at 5:43 PM ·



**Run them down with
Tanks in the streets
Im tired of these
Peasants**



15



Like



Comment



Share

(b) (6)

(b) (6)

June 1 at 2:37 PM ·



(b) (6)

(b) (6)

June 1 at 2:20 PM ·

**Any looters
Need to be
Shot**



Search

(b) (6) (b) (6)



Jun 1 at 19:19 • 🌐

Sorry, not sorry

Their lives don't matter they should be killed

(b) (6) (b) (6)

Jun 1 at 07:12 • 🌐

📺 Graphic Video 📺

Police seek to ID thugs who attacked elderly woman and her husband who were trying to protect their business in Rochester, New York. (No sound.)

Stop. Justifying. The. Violence.



Enclosure (1)



Search

dollar plant in Texas!!!

9

1 Share

Like

Share

(b) (6)

(b) (6)

...

Jun 4 at 18:12 •

Where will the looters cash their welfare checks, food stamps and shoplift from now that they burned their stores? 🤪🔥🇺🇸

10

2 Comments

Like

Share

(b) (6)

(b) (6)

...

Jun 4 at 18:03 •

Enclosure (1)



Search



5

2 Comments · 1 Share



Like



Share

(b) (6)

(b) (6)



Jun 3 at 20:45 · 🌐

Praying for the protestors
That they get
COVID 💀



15

6 Comments



Like



Share

(b) (6)

(b) (6)



Jun 3 at 20:12 · 🌐

Enclosure (1)



Search

(b) (6)

(b) (6)

...

Jun 5 at 18:42 •

Because we MARCH not RIOT

(b) (6)

(b) (6)



Jun 2 at 20:11 •

LTE 69% 12:48 AM

72

MARCH is national**Stop Blaming
White People
Month!*****Accept responsibility for your own
bad choices. Hug a white person!***



Like



Comment



Share

(b) (6)

(b) (6)



June 5 at 5:57 AM ·

Why is it okay
for Every race
to be proud of
their heritage
except for
white people?



(b) (6)

June 5 at 2:20 AM ·



17

11 Comments 1 Share



Like



Comment



Share



9:33



facebook.com

10

4 Comments



Like



Comment



Share

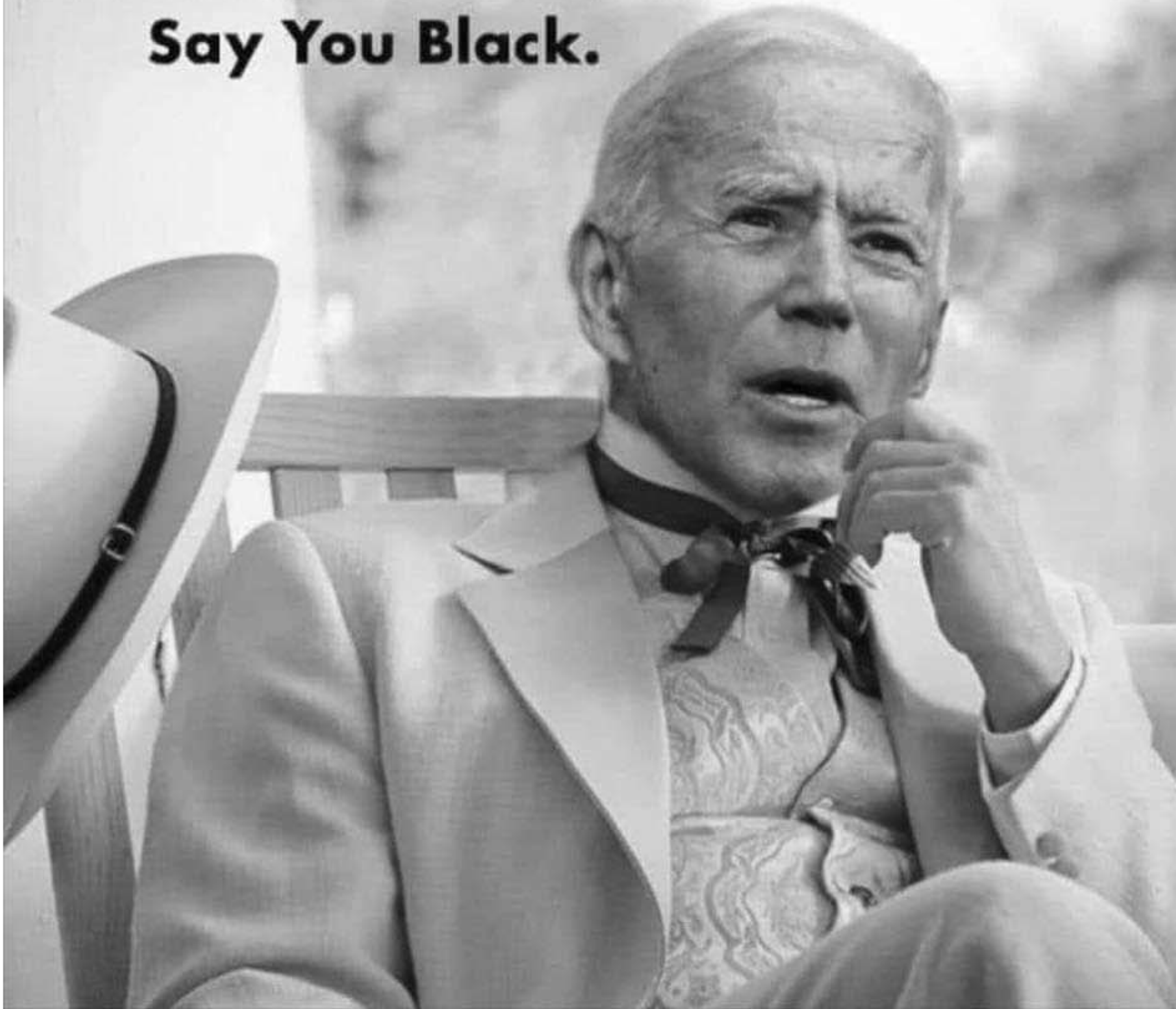
(b) (6)

(b) (6)

May 26 at 4:50 AM ·



**Well I do Declare Boy,
You Ain't Black Unless I
Say You Black.**



Black & Conservative May 25 at 12:46 AM ·



8

2 Comments 3 Shares



Like



Comment



Share

(b) (6)

(b) (6)

May 25 at 4:08 PM ·



#MCANINFOWaRRioR

Corona in Media

Enclosure (1)





Search

(b) (6)

(b) (6)



10 hrs •

(b) (6)

(b) (6)



Jun 6 at 03:17 •

**WE UNDERSTAND HE SHOULD
NEVER HAVE DIED, IT WAS
WRONG AND BLACK LIVES
MATTER LIKE THE REST..**



**...but why is he being
honoured as a hero? he
wasn't standing up for
racism, he was a
violent criminal hustling
fake money.**



1

1 Comment

Enclosure (1)



Like



Share



Like



Comment



Share

(b) (6)

(b) (6)

16 hrs ·



(b) (6)

Yesterday at 10:19 PM ·

You say murder? Fuck That I say The Karma train ran over this POS!! Fuck him and Minneapolis is a safer place without him. Yea I said it!

1 Comment



Like



Comment



Share

(b) (6)

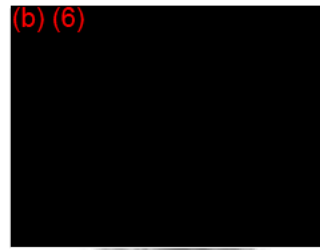
(b) (6)

Yesterday at 8:20 PM ·

Police release sketch of person responsible for



Enclosure (1)



Yesterday at 5:05 AM ·



**George Floyd's great
achievement
Was getting killed?**



1

1 Comment



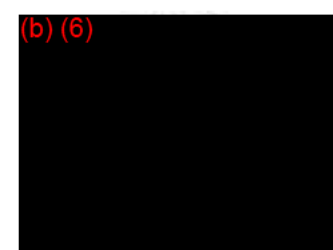
Like



Comment



Share



Yesterday at 4:43 AM ·



Americas got Talent was on at a new time ... what a show





Search



Like



Share

(b) (6)

(b) (6)



Jun 4 at 19:31 •

How did we get all these
liberal fucken generals in
the armed forces
Oh ya Obama

15

1 Comment



Like



Share

(b) (6)

(b) (6)



Jun 4 at 18:59 •

(b) (6)

(b) (6)

Jun 4 at 00:42 •

CNN.....They made a huge stink about President
Trump holding up a Bible? Said, it was "self serving"

Here's a man that has a BLACK SON, who he
refuses... See More

XXXXXX

Enclosure (1)



MCAS Iwakuni, Station Inspector's Office

10 July 20

MEMORANDUM FOR THE RECORD

From: Deputy Command Inspector General, MCAS Iwakuni
To: Files

Subj: MFR Closing CMS #30848

1. Background:

a. On 09 and 10 June 2020 the MCAS Iwakuni Command Inspector General's Office (CIG) received several reports of offensive Facebook posts and improper conduct by the (b) (6). Upon consultation with the Station Executive Officer this office was informed that a Command Investigation was already in process.

2. **Action:** The Deputy CIG conducted a complaint analysis and determined that the issue was a command issue and provided information we received to the Command Counsel for inclusion in the Command Investigation. A Command Investigation was conducted and determined that that the public comments made on his personal Facebook account between 26 May and 7 June 2020 were divisive, in poor taste and detracted from his character and reputation as the (b) (6). It was also found that the comments were evidence of a lack of judgment. Further, the comments created an appearance of bias within the CHRO Office, which was aggravated when widely shared on community Facebook pages by others. The inquiry also found that (b) (6) did use profanity in the workplace; that he did not participate in political activity in the workplace; that he did not release PII to unauthorized personnel, but did release sensitive personal information to unauthorized personnel; and that he did not engage in activity in the office that prevented his subordinates from doing their job. The DCIG has determined that all issues involved were thoroughly investigated and that the findings and conclusions of the Command Investigation are supported by the facts and evidence. No other action should be taken and the case should be closed with a copy of the Command Investigation uploaded to IGCAM.

(b) (6)

Enclosure (1)

From: (b) (6)
Sent: Tuesday, June 9, 2020 12:55 PM
To: (b) (6)
Subject: FW: CUI IG Sensitive (b) (6) Command investigation.

FYI

From: (b) (6)
Sent: Tuesday, June 9, 2020 12:54 PM
To: (b) (6)
Subject: RE: CUI IG Sensitive (b) (6) Command investigation.

Cool

From: (b) (6)
Sent: Tuesday, June 9, 2020 12:53 PM
To: (b) (6)
Subject: RE: CUI IG Sensitive (b) (6) Command investigation.

(b) (5)

V/R,

(b) (6)

INSPECTOR GENERAL SENSITIVE INFORMATION – CONTROLLED UNCLASSIFIED INFORMATION: The information contained in this email and any accompanying attachments may contain Inspector General sensitive information, which is protected from mandatory disclosure under the Freedom of Information Act (FOIA), 5 USC Section 552. It should not be released to unauthorized persons, nor outside the Department of the Navy (DON). If you are not the intended recipient of this information, any disclosure, copying, distribution, or the taking of any action in reliance on this information is prohibited. If you received this email in error, please notify this office by email or by calling DSN: 315-645-3640.

Under the provisions of 10 U.S.C. § 5020 and SECNAVINST 5430.57H, IG investigators are authorized immediate and unrestricted access to all Department of the Navy persons, unclassified information, and spaces with or without prior notification.

From: (b) (6)
Sent: Tuesday, June 9, 2020 12:49 PM
To: (b) (6)
Cc: (b) (6)
Subject: RE: CUI IG Sensitive (b) (6) Command investigation.

(b) (5)

From: (b) (6)
Sent: Tuesday, June 9, 2020 12:46 PM
To: (b) (6)
Subject: RE: CUI IG Sensitive (b) (6) Command investigation.

(b) (5)

V/R,

(b) (6)

INSPECTOR GENERAL SENSITIVE INFORMATION – CONTROLLED UNCLASSIFIED INFORMATION: The information contained in this email and any accompanying attachments may contain Inspector General sensitive information, which is protected from mandatory disclosure under the Freedom of Information Act (FOIA), 5 USC Section 552. It should not be released to unauthorized persons, nor outside the Department of the Navy (DON). If you are not the intended recipient of this information, any disclosure, copying, distribution, or the taking of any action in reliance on this information is prohibited. If you received this email in error, please notify this office by email or by calling DSN: 315-645-3640.

Under the provisions of 10 U.S.C. § 5020 and SECNAVINST 5430.57H, IG investigators are authorized immediate and unrestricted access to all Department of the Navy persons, unclassified information, and spaces with or without prior notification.

From: (b) (6)
Sent: Tuesday, June 9, 2020 12:43 PM
To: (b) (6)
Cc: (b) (6)
Subject: RE: CUI IG Sensitive (b) (6) Command investigation.

(b) (5)

From: (b) (6)
Sent: Tuesday, June 9, 2020 12:37 PM
To: (b) (6)
Subject: RE: CUI IG Sensitive (b) (6) Command investigation.

(b) (5)

V/R,

(b) (6)

INSPECTOR GENERAL SENSITIVE INFORMATION – CONTROLLED UNCLASSIFIED INFORMATION: The information contained in this email and any accompanying attachments may contain Inspector General sensitive information,

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Under the provisions of 10 U.S.C. § 5020 and SECNAVINST 5430.57H, IG investigators are authorized immediate and unrestricted access to all Department of the Navy persons, unclassified information, and spaces with or without prior notification.

From: (b) (6)
Sent: Tuesday, June 9, 2020 12:27 PM
To: (b) (6)
Subject: FW: CUI IG Sensitive (b) (6) Command investigation.

Hi (b) (6),

(b) (5)

SF
v/r

(b) (6)

(b) (6)

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From: (b) (6)
Sent: Tuesday, June 9, 2020 12:15 PM
To: (b) (6)
Cc: (b) (6)
(b) (6)
Subject: RE: CUI IG Sensitive (b) (6) Command investigation.

(b) (5)

V/r
(b) (6)

From: (b) (6)
Sent: Tuesday, June 9, 2020 10:06 AM
To: (b) (6)
Cc: (b) (6)
(b) (6)
Subject: CUI IG Sensitive (b) (6) Command investigation.

Good morning Gentlemen,

We have received a second complaint against (b) (6). The two cases have been combined under (b) (6).
(b) (6)
(b) (5)

Complaint #1 (b) (6) has displayed a discriminatory behavior in multiple venues with the most recent in relation to the death of Mr. George Floyd. While Mr. Floyd's death has created a hostile and dangerous environment across the nation, a (b) (6) displaying such a public view of bigoted and discrimination. Exactly what behavior is (b) (6) displaying about his staff of US and Local Nation citizens?

Complaint #2 I am writing this complaint because (b) (6) is always using profanity at work and making racist comments and I find it offensive as well as some of the other coworkers. He is always using the word "Fuck" in the office. Even though it hasn't been toward the office staff, he does use it when talking about employees that we provide service. Everyday and all day, we have to listen to him using the "F" word. On Friday, June 5 around 0740, he was talking to (b) (6) about what is going on back in states and made the following comment "The fucking idiot of General Mattis" because of what General Mattis said about the president dividing the country and also made the comment of "who get all these liberal fucking general in the armed forces." Another time, he was talking to someone on the phone and said the following "George Floyd great achievement was getting killed." We have to listen to all these inappropriate comments everyday and all day. When he came back from leave from the Philippines in mid March, he was in ROM and made the following comment to anyone that would come to the office or he would talk on the phone "I have the XO doing all my groceries shopping and errands for me and my family."

He also makes the comments that he runs MCAS Iwakuni and is in charge of the base and feel entitle to do what he wants. Another thing is that when he talked to people on the phone, he puts them on speaker phone and doesn't take into consideration who is listening. He doesn't take into consideration people privacy. The way he expressed himself in his Facebook page, he brings it in the workplace and that should not be allowed because is considered inappropriate, unprofessional and unacceptable in front of customer and the staff. Nobody should use offensive language or racist statement in the workplace because employees have a right to expect to hear civil, reasonable language at all time. He had created a hostile work environment that prevents me and my coworker from doing our job properly. He discussed work stuff while his wife is in the office and doesn't take into consideration of employees PII. I'm embarrass to say that I work at the HR office because how unprofessional he is and MCAS Iwakuni community is small and everyone knows each other. He had divided our office because he is always making the comment that the office belongs to the MLC and not the GS employees. I'm tired of his inappropriate comments and profanity and I'm asking to please do something about it. GS and MLC employees don't want to work for him anymore because the hostility that he has created in the HR Office.

(b) (5)

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SF
v/r

(b) (6)

A rectangular area of the document is completely redacted with a solid black box.

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From: (b) (6)
Sent: Monday, June 8, 2020 3:59 PM
To: (b) (6)
Cc: (b) (6)
Subject: RE: (b) (6) Command investigation.

(b) (6)
Copy all, including (b) (6)

S/F,
(b) (6)

(b) (6)

From: (b) (6)
Sent: Monday, June 8, 2020 3:57 PM
To: (b) (6)
Subject: (b) (6) Command investigation.

Sir

(b) (5)

SF
v/r

(b) (6)

(b) (6)

A large black rectangular redaction box covers the top left portion of the page, obscuring any text or graphics that might have been present.

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